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3629

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		Examiner Name	Ouellette, Jonathan P
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ENCLOSURES (check all that apply)

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APR 15 2004

GROUP 3600

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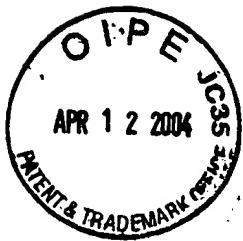
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Date	April 9, 2004

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Practitioner's Docket No. TAL: 8003.001

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Applicant : Shah, Chetan

Group Art Unit: 3629

Serial No.: 09/757,322

Examiner: Ouellette, Jonathan P

Filed : 01/09/01

Title : EMPLOYMENT RECRUITING SYSTEM

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April 9, 2004

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GROUP 3600

REPLY BRIEF ON BEHALF OF APPLICANTS

Dear Sir:

This Reply Brief responds to arguments raised in the Examiner's Answer, paper no. 14. Claims 1-3, 6-10, and 15-18 stand rejected under 35 U.S.C. 103(a) over www.monster.com, screen print, 1/24/1998 (Monster) in view of www.simpatic.com, retrieved from Internet Archive Wayback Machine, <www.archive.org>, data range 11/16/1999 - 1/29/2000, screen print (Simpatic). Claims 4-5, 11-14 and 19-20 stand rejected under 35 U.S.C. 103(a) over Monster in view of Simpatix and further in view of Fredrickson et al., US Pub. No. 2002/0019768 A1 (Fredrickson).

The appellants assert that for a claim to be obvious under 35 U.S.C. 103, there must be some suggestion or motivation in either the references themselves or the knowledge generally to modify or combine the reference teachings, a reasonable expectation of success, and the references must teach or suggest all of the claim limitations.

With regard to claims 1 and 15 (Group K), the appellants have argued that Monster fails to disclose associating a search periodicity with a position advertisement and searching a candidate database for a resume upon expiration of the search period (Examiner's Answer, pg. 13, para. 1-2); the prior art fails suggest or provide a motivation for modifying the Monster system or method to include this functionality; and the prior art is too general and indefinite to support a conclusion of obviousness. The appellants respectfully submit that the Examiner and the appellants agree that Monster fails to disclose associating a search periodicity with a position advertisement and searching a candidate database for a resume upon expiration of the search period (see Examiner's Answer, page 5, para. 4), but the Examiner also asserts that "Monster does disclose that the "Cruiter" search agent will search the database for you weekly [search periodicity]" (www.monster.com, screen print, pg. 8, para. 3) (Examiner's Answer, pg. 13, para. 1-2). According to the Examiner, Monster teaches "performing continuous resume search" which "would have to be periodic due to the physical limitations of starting a search, finishing the search and restarting the search, although the period would be a matter of nanoseconds" and "automatically notifying the employer when a resume matching the predefined criteria (keywords) is located" (Examiner's Answer, pg. 5-6, para. 5 & 6). The appellants respectfully submit that a system that continuously searches, even with delays to accommodate the temporal limitations of the searching mechanism, and which reports its results periodically is not a system that permits a search periodicity to be assigned to a position advertisement and then undertakes to execute a search related to the position advertisement upon expiration of that period. While the Examiner's Answer (pg. 13, para. 2) points to a statement indicating that the continuously searching "Cruiter" search agent reports weekly, the appellants respectfully submit that this does not disclose or suggest assigning a search periodicity to a position advertisement. By way of example, nothing in Monster suggests the system will report at other intervals, e.g., daily or monthly, or that different reporting intervals can be assigned to individual advertisements in the event the employer has a plurality of position advertisements assigned to Monster. Moreover, the Examiner's Answer fails to indicate what motivation there would be for modifying a "system/ technique" which the Examiner opines is an improvement over the claimed invention; why the passage of time between the execution of a first search and a second search suggests execution of a search upon expiration of a search period assigned to a position advertisement; or why the application's purported lack of an explanation of the advantages of the claimed invention over a vague description in a reference cited in an office action is relevant to a finding of obviousness. The appellants

submit that Monster is so vague and indefinite that it cannot support a conclusion of obviousness. However, even the Examiner concludes that Monster fails to disclose associating a search periodicity with a position advertisement and searching a candidate database for a resume upon expiration of the search period and the appellants submit that the Examiner's Answer does not disclose where this aspect of claims 1 and 15 is disclosed in the prior art or where the prior art suggests or provides a motivation for modifying whatever system is disclosed in Monster to provide this functionality.

Also with regard to claims 1 and 15, the appellants have argued that the prior art of Monster in view of Simpatix fails to disclose searching a candidate database for a resume including a specified keyword and scoring a candidate resume identified by the search as a function of the keyword (Examiner's Answer, pg. 13, para. 3-4). In response, the Examiner's Answer asserts that Simpatix discloses "using both resume keywords and responses to questions - producing a ranked list of candidates" (www.simpaticx.com, screen print, pg. 7, para. 3) (Examiner's Answer, pg. 13, para. 4). The appellants submit that Simpatix discloses that the user is able to perform keyword searches (Simpatix, pg. 3, para. 4) and that "candidates are ranked" using the eCAT™ branded candidate assessment technology "using customizable online questionnaires." (Simpatix, page 3-4). The Examiner's Answer does not explain why the quoted phrase makes resume scoring on the basis of keywords obvious. However, the appellants assert that Simpatix, including this phrase, is so indefinite that a method of candidate ranking beyond that expressly stated in Simpatix (using responses to questionnaires) cannot be implied and certainly not practiced without experimentation. *In re LeGrice*, 133 USPQ 365, 369, 49 CCPA 1124, (CCPA 1962). The appellants submit that the statement "using both resume keywords and responses to questions, HireTrack produces a ranked list of qualified candidates" implies only that the Simpatix HireTrack system uses keyword searching to identify a group of candidates that are ranked using responses to questionnaires to produce a ranked list. The appellants respectfully submit that ranking candidates using responses to questionnaires requires information that is unavailable in a resume and, therefore, does not disclose or suggest a method of ranking resumes and, more particularly, a method of ranking resumes on the basis of keywords.

The appellants respectfully submit that claims 1 and 15 are not obvious because neither Monster nor Simpatix nor the combination thereof suggests a method or system for identifying a candidate for employment including all of the limitations of claims 1 and 15; suggest or provide a motivation for modifying or combining the respective disclosures to create the method or

system recited in the claims; or provide disclosures sufficient to determine that Monster and Simpatix could be modified and combined with a reasonable expectation of success to produce the claimed system and method. The appellants respectfully request reversal of the rejection of claims 1 and 15.

With regard to independent claim 11 (Group L), the appellants have argued that the claim is not obvious because the recited method differs from Monster and Simpatix for the same reasons that claims 1 and 15 differ from Monster and Simpatix and that Fredrickson does not obviate these differences (Appeal Brief, pg. 12). The Examiner has also conceded that claim 11 includes several steps that are not disclosed in Monster and Simpatix (Examiner's Answer, pgs. 9-10, para. 22), but the Examiner has asserted that Fredrickson discloses incorporating a screening system with an employment system and, therefore, it would be obvious to respond to a keyword score of a resume by automatically contacting a candidate and requesting a response to a screening question, scoring the response and reporting the score to the employer (Examiner's Answer, page 10, para. 23-24). However, the appellants have asserted that Fredrickson is not prior art to the application and there is agreement that Monster and Simpatix do not disclose the method of claim 11. Further, the appellants have asserted that Monster, Simpatix, and Fredrickson do not suggest the method of claim 11 or provide a motivation for modifying and combining the disclosures to create the method of claim 11.

Fredrickson was filed January 2, 2001, published February 14, 2000, and claims the filing date of a Provisional Patent Application 60/173,669 which, according to paragraph 0001, was filed on December 30, 2000. The appellants submit that a patent application filed January 2, 2001, published on February 14, 2002, and claiming a December 30, 2000 filing date is not prior art to an application filed January 9, 2001 for an invention that was made at least by February 14, 2000 (Exhibit A, Appeal Brief). The Examiner's Answer, pg. 14, para. 1 asserts that there is a printing error in paragraph 0001 of the published patent application and that the correct filing date of the provisional patent application is the date indicated on the cover sheet and the palm report (Examiner's Answer, Appendix 1) that accompanied Paper 11 (Examiner's Answer, pg. 14, para. 1). While the appellants' attorney is unable to find a copy of the palm report in the documents received with Paper 11 and the only mention of the report appears to be an entry in the Notice of References Cited, Form PTO-892; the appellants submit that there is no indication how the data in the palm report establishes which of the dates in the published application is correct. The appellants respectfully submit that Fredrickson should not be considered to be prior art until the filing date of the Provisional Application is verified by

evidence other than a data entry in a record system. However, given the continued ambiguity concerning the effective date of Fredrickson, the appellants respectfully request consideration of the attached DECLARATION OF PRIOR INVENTION IN THE UNITED STATES TO OVERCOME A CITED PATENT OR PUBLICATION, asserting invention of the portion of the invention relevant to the disclosure of Fredrickson before the earliest filing date asserted for Provisional Patent Application No. 60/173,669.

In any event, the appellants assert that Fredrickson discloses a method and system for managing the placement and evaluation of advertisements (para.0048) that can be used for placing and evaluating advertisements related to job openings (para.0048), but the system/method is not an “employee recruitment” system/method. According to Fredrickson, the advertising management system can interact with a web site or interactive voice response (IVR) system so that responses to specific advertisements can be evaluated (para. 0050). The response system permits job applicants, responding to an advertisement, to submit information regarding pre-qualification or screening criteria and can, apparently, evaluate the applicant’s responses to screening questions (para. 0163-0164). However, the appellants submit that a system sends screening criteria when contacted by a job applicant responding to a published advertisement does not disclose or suggest a system that automatically responds to the system’s scoring of the candidate’s resume, located in a database search, by contacting the candidate and requesting that the candidate provide a response to a screening question. Further, the appellants respectfully submit that an advertising management system that does not incorporate this functionality does not suggest or provide a motivation for modifying the systems or methods of Monster and Simpatix to incorporate this functionality. The appellants request reversal of the rejection of claim 11.

With regard to claim 2 (Group A), the appellants have asserted that Simpatix does not disclose scoring a resume by identifying a number of occurrences of a keyword and comparing that number to a threshold. In response, the Examiner’s Answer, pg. 14, para. 3 and 4, asserts that Simpatix discloses using “both resume keywords [wherein the threshold could be 1] and responses to questions” to produce a ranked list of qualified candidates (Simpatix, pg. 7, para. 3). For the reasons stated above regarding claims 1 and 15, the appellants respectfully submit that Simpatix is so general and indefinite that the method of candidate ranking cannot be practiced from the disclosure and the statement “using both resume keywords and responses to questions, HireTrack produces a ranked list of qualified candidates” suggests only that keyword searching is used to identify a list of candidates that are then ranked by their

responses to questions, but does not disclose or suggest using resume keywords to score resumes. Further, there is no mention in the prior art of using a number of keyword occurrences for resume scoring purposes and the appellants respectfully submit that the parenthetical [wherein the threshold could be 1] is the Examiner's teaching based on the appellants' disclosure. The appellants respectfully submit that dependent claim 2 is not obvious because claim 1 is not obvious for the reasons set out above and because the prior art does not suggest scoring resumes by comparing a number of occurrences of a keyword to a threshold. The appellants request reversal of the rejection of claim 2.

With regard to claim 3 (Group B), the appellants have asserted that Simpatix fails to disclose assigning a significance to a keyword and influencing the scoring of a resume as a function of the assigned significance. In response, the Examiner's Answer, pg. 15, para. 1 and 2, asserts that Simpatix discloses using "both resume keywords [assigning a significance of 1] and responses to questions" to produce a ranked list of qualified candidates (Simpatix, pg. 7, para. 3). For the reasons stated above regarding claims 1 and 15, the appellants respectfully submit that Simpatix is so general and indefinite that the method of candidate ranking cannot be discerned or practiced from the disclosure and the statement "using both resume keywords and responses to questions, HireTrack produces a ranked list of qualified candidates" suggests only that keyword searching is used to identify a list of candidates that are then ranked by their responses to questions, but does not disclose or suggest using resume keywords to score resumes. Further, there is no mention in the prior art of using keyword significance in scoring resumes and the appellants respectfully submit that the parenthetical [wherein the significance could be 1] is a trivial case wherein the significance does not influence the scoring and is the Examiner's teaching based on the appellants' disclosure. The appellants respectfully submit that dependent claim 3 is not obvious because claim 1 is not obvious for reasons set out above and because the prior art does not disclose or suggest assigning a significance to a resume keyword and influencing the scoring of a resume as a function of the assigned significance. The appellants request reversal of the rejection of claim 3.

With regard to claims 4 and 5 (Group C), the appellants have asserted that the claims are dependent from claim 1 and, therefore, not obvious. Further, the appellants assert that claims 4 and 5 are not obvious for the reasons set out above with regard to claim 11. The appellants request reversal of the rejection of claims 4 and 5.

With regard to claim 6 (Group D), the appellants submit that the prior art does not disclose associating an identity of a computer searchable database with a position

advertisement and searching the associated database in response to expiration of a search periodicity associated with the position advertisement. In response, the Examiner argues that Monster discloses creating a searchable database associated with all position advertisements [Resume City] (www.monster.com, screen print, pg. 8, para. 2) and Simpatix discloses creating an applicant database based on user search requirements [position requirements] (www.simpatix.com., screen print, pg. 4, para. 4-5) (Examiner's Answer, pgs. 15, para.5 - pg. 16, para 4). The appellants agree that Monster discloses performing searches for all advertisements in a single database. Simpatix discloses storing all of an employer's applicant information in one centralized database (pg. 2, para. 4) and performing all searches for the employer in that database, but the appellants respectfully submit that the parenthetical "[position requirements]" is not included in Simpatix and Simpatix does not disclose creating a database based on "position requirements." The appellants respectfully submit that performing all searches for all advertisements in a single database does not disclose or suggest associating a database with a position advertisement so that a search related to a position advertisement can be performed in specific databases designated for that advertisement. The Examiner does not explain why the disclosures of Monster and Simpatix suggest associating a database with a position advertisement or that either disclosure suggests modification to enable associating a database with a position advertisement. For the reasons set out above regarding claims 1 and 15, the appellants also assert that the prior art does not disclose searching a database upon expiration of a period equal a search periodicity assigned to a position advertisement. The appellants respectfully submit that dependent claim 6 is not obvious because claim 1 is not obvious and because the prior art does not disclose or suggest associating a database with a position advertisement and searching the assigned database upon expiration of a search periodicity assigned to that advertisement. The appellants request reversal of the rejection of claim 6.

With regard to claim 7 (Group E), the appellants have asserted that neither Monster nor Simpatix discloses or suggests searching a network accessible database of resumes and copying a resume to another database on the basis of an occurrence of a keyword in the text of the resume. The Examiner argues, that Monster discloses that the "Cruiter" search agent will search the database weekly and Simpatix discloses creating an applicant database based on user search requirements [keyword requirements] (Examiner's Answer, pg. 16, para. 4 - pg. 17, para. 1). While the appellants respectfully submit that Simpatix says nothing about creating a database based on keyword requirements, the Examiner does not explain how the referenced

portions of Simpatix or Monster respond to the appellants' argument. However, the appellants respectfully submit that neither of the "disclosures" relied on in the Examiner's Answer relates to a network accessible database or copying resumes based on the occurrence of keywords in the resume text. The appellants respectfully submit that dependent claim 7 is not obvious because claim 1 is not obvious and because the prior art does not disclose or suggest searching a network accessible database of resumes and copying a resume to another database on the basis of an occurrence of a keyword in the text of the resume. The appellants request reversal of the rejection of claim 7.

The appellants have argued with respect to claims 8, 9, and 10 (Group F) that neither Monster nor Simpatix discloses or suggests a position advertisement template that includes at least one candidate qualification entry that comprises no more than one candidate qualification. In response the Examiner asserts that Monster does disclose a job posting section of the system wherein jobs are organized by location and discipline (qualification) (www.monster.com, screen print, pg. 6, para. 1) and Simpatix discloses that "the system user types the job posting copy (qualification), and the system automatically creates a listing and seamlessly incorporates it into the "Job Opportunities" section of the user's Web site (www.simpaticx.com, screen print, pag. 3, para. 2) (Examiner's Answer, pg. 17, para. 2-4). The Examiner's Answer fails explain how either of the referenced "disclosures" suggests or discloses the claimed position advertisement template and the appellants respectfully submit that dependent claims 8, 9, and 10 are not obvious because claim 1 is not obvious and the prior art does not disclose or suggest a position advertisement template that includes at least one candidate qualification entry that comprises no more than one candidate qualification. The appellants request reversal of the rejection of claims 8, 9, and 10.

With regard to claim 12 (Group G), the appellants have argued that the prior art fails to disclose a method including the steps of requesting candidate approval of contact with an employment reference; automatically requesting a response of the reference to a reference query, in response to receipt of approval of the request by the candidate; and reporting the response to the reference query to a computer user; that a method including the recited steps is not "capable of such instant and unquestioned demonstration so as to defy dispute" and, therefore, official notice of employment reference checks is insufficient to support a conclusion of obviousness (Appeal Brief, pg. 13). In response the Examiner's Answer reasserts official notice that employment reference checks were known and the conclusion that a method including the recited steps is obvious (Examiner's Answer, pg. 17, para. 5 - pg. 18, para. 18).

The Examiner has not explained how this conclusion flows from the assertion of official knowledge of reference checks and the appellants respectfully submit that once a factual assertion is challenged as not properly officially noticed or properly based on common knowledge the finding must be supported with adequate evidence. MPEP 2144.03. The appellants respectfully submit that dependent claim 12 is not obvious because claim 11 is not obvious and the conclusion that the recited method is obvious is not properly the subject of official notice and unsupported by a disclosure in the prior art or otherwise. The appellants request reversal of the rejection of claim 12.

With regard to claim 13 (Group H), the appellants have argued that Simpatix does not disclose weighting or influencing the score of an extracted keyword or scoring a resume as a function of the significance of an included keyword. In response, the Examiner asserts that Simpatix discloses that the user specifies which keywords they would like to see on resumes [assigning a significance of 1] and using both resume keywords and responses to questions - producing a ranked list of qualified candidates (Examiner's Answer, pg. 18, para. 3-4). For the reasons stated above with regard to claims 1 and 3, the appellants respectfully submit that "using both resume keywords and responses to questions" to produce a ranked list of qualified candidates is so general and indefinite that the candidate ranking method of Simpatix cannot be discerned or practiced; and discloses and suggests nothing more than using keyword searching to identify a list of candidates that are then ranked according their responses to questions, but does not disclose the use of resume keywords to score resumes. Further, there is no mention of assigning significance to keywords in the prior art and the appellants respectfully submit that parenthetical [wherein the significance could be 1] is a trivial case and the Examiner's contribution to the teaching of the prior art based on the appellants' disclosure. The appellants respectfully submit that dependent claim 13 is not obvious because claim 11 is not obvious and because the prior art does not disclose or suggest assigning a significance to a resume keyword and influencing the scoring of a resume as a function of the assigned significance. The appellants request reversal of the rejection of claim 13.

With regard to claim 18 (Group I), the appellants have argued that Simpatix ranks candidates on the basis of responses provided by the candidates to a questionnaire and contains no suggestion that candidate resumes be scored on the basis of an occurrence of a character string comprising a keyword. In response, the Examiner's Answer asserts that Simpatix discloses that the user specifies which keywords they would like to see on resumes and using both resume keywords and responses to questions - producing a ranked list of

qualified candidates (www.simpaticx.com, screen print, pg. 7, para. 3) (Examiner's Answer, pg. 19, par. 1-2). For the reasons stated above, regarding claims 1 and 15, the appellants respectfully submit that Simpatix, including the statement "using both resume keywords and responses to questions, HireTrack produces a ranked list of qualified candidates" is so general and indefinite that the method of candidate ranking cannot be discerned or practiced from the disclosure, but Simpatix, including the statement referenced in the Examiner's Answer, suggests only that keyword searching can be used to identify a list of candidates that are then ranked by their responses to questions, but does not disclose or suggest using resume keywords to score resumes. The appellants respectfully submit that dependent claim 18 is not obvious because claim 15 is not obvious for the reasons set out above and because the prior art does not suggest using character strings for scoring resumes. The appellants request reversal of the rejection of claim 18.

With regard to claims 19 and 20 (Group L), the appellants have asserted that the claims are dependent from claim 15 and, therefore, not obvious. Further, the appellants assert that claims 19 and 20 are not obvious for the reasons set out above with regard to claim 11. The appellants request reversal of the rejection of claims 19 and 20.

Conclusion

The Appellants respectfully submit that the Examiner's final rejection of claims 1-20 as obvious under 35 U.S.C. §103 should be reversed and, consequently, the claims should be found patentable.

Respectfully submitted,



A handwritten signature in black ink, appearing to read "Timothy A. Long". The signature is written in a cursive style with a horizontal line underneath it.

Timothy A. Long

Reg. No. 28,876

Attorney for Appellants



Practitioner's Docket No. TAL: 8003.001

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Applicant : Shah, Chetan

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Title : EMPLOYMENT RECRUITING SYSTEM

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April 9, 2004

Commissioner for Patents
 Alexandria, VA 22313-1450

DECLARATION OF PRIOR INVENTION IN THE UNITED STATES
TO OVERCOME A CITED PATENT OR PUBLICATION (37 CFR 1.131)

Dear Sir:

PURPOSE OF THE DECLARATION

1. This declaration is to establish completion of relevant portions of the invention in this application in the United States, at a date prior to December 30, 1999, the filing date of the Provisional Patent Application No. 60/173,669 indicated on the cover page of Fredrickson et al., U.S. Patent Application Publication, US 2002/0019768 A1, that was cited as prior art by the Examiner and which claims the benefit of the filing date of Provisional Patent Application No. 60/173,669.
2. The person making this declaration is an inventor.

FACTS AND DOCUMENTARY EVIDENCE

3. To establish the date of completion of the invention of this application, the following attached document is submitted as evidence: EZRECRUIT SPECIFICATION DOCUMENT (DRAFT), Revision 0.11, 12/10/1999. The document is a high level specification describing the

invention that is the subject of this application. From page 2 of this document, it can be seen that a method and system including an automated screening module, which the Examiner asserts is disclosed by the reference, using email to contact a potential job candidate with general and technical screening questions and responding to the candidate's answers to gating questions was invented at least by December 10, 1999 which is a date earlier than the effective date of the reference as indicated on the cover of U.S. Patent Application Publication, US 2002/0019768 A1.

4. This declaration is submitted after final rejection because the reference, which lists two filing dates for the Provisional Patent Application No. 60/173,699, was first cited in the final rejection.

DECLARATION

5. As a person signing below:

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Inventor's signature



Date 4-9-04

First inventor

Chetan Shah

Citizenship

US

Residence

Portland, Oregon

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14245 N.W. Melody Lane
Portland, Oregon 97229

EZRecruit Specification document (Draft)

Overview

The Ezrecruit product will provide a complete web based solution for recruiting including sourcing, screening and presentation with a particular focus on the screening phase. The product will be designed in a way that it can be easily incorporated into a customer site with minimal integration and will assume the look and feel of the customer site.

This product is designed to augment the role of a recruiter in an organization. A successful recruiter rapidly makes the connection between the job requirement and the candidate providing a focussed response to the job requirements.

This product will be developed in multiple phases which need to be further defined. Northwest Software will be the beta user initially.

The features/use cases section of the document describes the high level features provided by the product. These features will be implemented in different phases. The rest of the document mostly provides more details on the capabilities supported by the initial phase.

Features/Use cases

This initial phase should result in sufficient functionality to perform feasibility testing within NSI. There should be enough functionality for outside demonstrations (not necessarily use). Actual screens must be developed.

This phase will include:

- (a) a focussed and screened set of resumes for each particular job requisition,
- (b) a management report showing the activity for each requisition,
- (c) the ability to browse through jobs and resumes in the database in an efficient manner in order to increase the matches between both.
- Recruiter can import email addresses of candidates and get a filtered list of resumes, along with test scores, answers to screening questions, etc.
- Candidate can get an email description of the job and be put through the screening process.
- Recruiter should be able to submit a job description and associated information and browse through the jobs posted for a company
- Recruiter should be able to create a custom technical test or choose a standard technical test
- Recruiter should be able to determine the state of different resumes
- Recruiter or hiring manager should be able to edit finished resume, download it, or email to any address

The goal is that:

- The product should be capable of supporting multiple companies.
- The product should co-exist with the company website.
- Ability to source resumes from different job sites, portals, newsgroups based on keyword searches. This could be manual but should preferably be automated. An automated way to extract emails from these resumes and import into the screening module should be provided.
- Allow the recruiter to personalize the email sent to the candidate

The primary differentiator for the product is automated sourcing, analyzing and emailing

- Sourcing of resumes should be automated by this point via an integrated resume robot. The robot will run periodically and search internal and external sources of candidate resumes or profiles.
- Candidate can independently come in and submit resumes and search for jobs.
- Ability to have search agents that notify a candidate when a new job which matches the criteria is added to the database.
- Ability to get more information about a company online.

- Changes in a job description should trigger searches of screened candidates and additional emails if necessary

Other HR services must include

- Provide background and security checks.
- Provide verification of college degree services.
- This phase will also address issues related to security and authentication of the person taking the test.

Job module

TBD

Screening module

This module will take a set of email names as input and then automate the process of screening.

An email invitation should be sent to potential candidate. The email should appear to come from the company seeking the candidate and not from Ezrecruit. It should contain a brief description of the job, a brief description of the company and refer him to a link which will provide more information about the job and company. Preferably, the email should be customized to a candidate to attract his attention and stand out from being yet another piece of spam.

General screening

He should be asked the general screening questions which were specified when the job was submitted. If he does not pass a gating question, he should be informed that this is a requirement for the job and that he is not eligible for the job.

Technical screening

He should be asked the technical screening questions which were specified when the job was submitted.

Presentation module

TBD

Test module

TBD

Test questions

TBD

Resume Robot

The Resume Robot is a key component that searches for resumes on a continuous basis. Note that this component runs continuously in the background (at preset intervals) collecting resumes which match the skills specified in a job description.

The component should have the following functionality:

Search a list of Free-sites, Paid Sites and Newsgroups for resumes matching a specified set of keywords. The list of Free/Paid sites and Newsgroups to search will be specified by the application.

All the resumes which are gathered by Resume Robot (known as raw resumes) should be stored locally and indexed to accommodate local searches. Some technology needs to analyze resumes automatically to eliminate manual review of raw resumes.

The component should retrieve only resumes and not other documents, which contain the keywords. This precludes the use of general search engines, which can retrieve documents other than resumes.

The resumes retrieved should be ranked in a manner that indicates relevance between the job key words and the resume.